

## **FSU Quality Enhancement Plan – What All DSA Staff Should Know**

### Why do a Quality Enhancement Plan?

According to SACS *Draft Handbook for Institutional Analysis*, the Quality Enhancement Plan (QEP) is a ‘course of action for institutional improvement that focuses on one or more issues contributing to institutional quality with special attention to student learning.’ Completion of the QEP is also a requirement for re-accreditation. A Steering Committee has been working on the task of formulating our QEP since February, 2003.

### What is our specific plan?

The focus of our QEP is leadership development among FSU students. Multiple research indicators reviewed by the Steering Committee suggest that higher education is not producing future leaders, attesting to the need for a renewed emphasis on leadership as part of the collegiate experience. Rising to this challenge, it is our vision that FSU students and graduates will learn and practice leadership skills that will make a difference in their scholarly, campus and wider communities.

Seeing a natural link between roles of student-scholar-citizen, the QEP offers an acronym that captures the essence of what it wants to achieve:

### ***LEAD – Leaders Educated to Make A Difference***

The purpose of the Plan is to provide education and experiences that develop students’ knowledge about leadership and ability to demonstrate leadership skills in their communities. It is expected that this can be accomplished through the following eleven initiatives:

- Initiative 1: Establishment of a Center for Student Leadership Development
  - to coordinate leadership activities and help in the development and evaluation of leadership activities
- Initiative 2: Development, Implementation, Evaluation of LEAD plans
  - to develop individual plans (i.e., portfolios) for leadership development for students
- Initiative 3: Development of a Diversity Mentoring Program
  - locate faculty, staff, and alumni who will serve as leadership mentors for students
- Initiative 4: Continuation of Profiles of Student STARS
  - recognize student leaders on Blackboard
- Initiative 5: Development of a Leadership Certificate Program/Minor
  - provide incentives for departments that develop certificate programs or minors in leadership
- Initiative 6: Creation of a Council on Student Research & Creativity
  - modeled after the CRC
  - encourage travel to professional meetings
- Initiative 7: Expansion of Learning Communities
  - to create leadership opportunities for students in a residential setting
- Initiative 8: Establishment of Freshman Interest Groups
  - to provide peer instructor opportunities for students
- Initiative 9: Development of a Leadership Focus in FYE
  - to offer leadership classes to freshmen
- Initiative 10: Restructuring of the Honors Program
  - expand opportunities for leadership development through academic programs via research, creativity, and service activities
- Initiative 11: Initiation of Information Skills Competency Endorsement
  - improve skills in information literacy to enhance leadership development

*How long do we have to implement, refine and assess the QEP?*

Officially the clock begins ticking at the time the SACS consultant–evaluators visit campus in April. The overarching QEP is driven by a 5-year calendar, 2004 to 2009, at the end of which we will be evaluated by SACS.

*What is DSA's Role?*

While theoretically partnering with Academic Affairs, a review of the eleven initiatives shows that the primary onus for implementation rests largely with us. Thus, it's important for *everyone* in DSA to be aware of the QEP and its programming aims.